

An aerial, high-angle photograph of a vast solar farm. The solar panels are arranged in neat, parallel rows that stretch across the landscape, creating a strong sense of perspective. The panels are a deep blue color, and the grid lines between them are clearly visible. The sky above is a clear, light blue. In the top left corner, there is a solid blue square containing the text 'fit out' in white.

fit out

Our carbon reduction journey

Our commitment

"Our aim is to become a carbon neutral enterprise by 2050 at the latest"

Steve McWeeney, Managing Director Fit Out (UK) Ltd

The UK has an important role to play in leading global efforts in the transition to net zero by 2050. As the impacts of climate change become increasingly clear, the urgency to stay within 1.5°C of global warming, as outlined in the Paris Agreement, is growing.

Government, public and private sectors must take bold and progressive action. At Fit Out (UK), we are driven by the belief that organisations should have a positive impact on the world around us.

We recognise the well-being of the planet is a shared responsibility – from the air we breathe to the resources we use, every part of our world is interconnected. This is why

we've woven sustainability into the very fabric of our values, day-to-day operations, and the choices we make.

Fit Out is a growing company. We recently recorded a 57% increase in turnover over the 2022/2023 financial period, this accompanied by a corresponding expansion in our workforce. As we continue to reach new heights, our

commitment to sustainability will only strengthen, both in terms of boosting efficiency across the board while simultaneously reducing our ecological impact.

To accomplish these goals, we closely monitor our sustainability performance. This publication seeks to provide a snapshot of the key data that highlight the strides we've taken on our journey to date.



Sustainable development goals

The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet.

Fit Out's Sustainability Strategy aligns with the 17 Sustainable Development Goals (SDGs) set by the United Nations. These goals provide a roadmap for good growth, and while our business touches on all 17 SDGs, we have identified seven that fit best with their impact of our activities to focus on.



Several of the SDGs can be directly linked to ISO certifications. Fit Out achieved ISO 14001 certification, covering our environmental management system, in 2013. In 2023, we became ISO 50001 certified, underlining our commitment to a robust energy management system. We continue to maintain comprehensive and rigorous systems of management, audit and continual improvement to retain these certifications.

We also retain ISO 45001 (occupational safety and health) and ISO 9001 (quality management system) certifications.

Emission scopes

Fit Out UK's carbon footprint has been calculated at 6773 tCO₂eq for 2022/2023

Our carbon intensity remains consistent at 19-23 tCO₂e/£1m turnover



9% reduction in fuel emissions versus 2021/22 in relation to turnover.



68% reduction in business travel distance versus 2021/22 in relation to turnover.



Continued offsetting of Scope 1 and Scope 2 emissions to become **carbon neutral**.

Transparent reporting of emissions and offsetting activity underpins authenticity when running a sustainable business.

Fit Out works in partnership with Carbon Footprint Ltd for the verification and offsetting of our carbon footprint (to ISO 14064 / PAS 2060).

We have included Scope 1, 2 and 3 emissions in our carbon footprint. The main activities and areas of our business which contribute to emissions include:

- 🌿 Fuel for vehicles and heating premises.
- 🌿 Electricity use.
- 🌿 Business travel, including hotel stays and rail, air and ferry transport.
- 🌿 Materials, chiefly timber, stainless steel and packaging.

We have implemented a comprehensive carbon reduction plan and aim to reach net zero no later than 2050.

Helping clients lower their emissions

We are working with our clients to bring low or zero carbon products and services to market. We aim to reduce our collective carbon footprints in two key ways:

- 🌿 **Low carbon fit outs:** Our fit-out projects are a large contributor to our indirect emissions. We are currently measuring and monitoring carbon on our projects. In the future, we will also set specific emissions reduction targets for each project, focusing on using less transport and packaging and making use of lower carbon materials.
- 🌿 **Contributing to the circular economy:** Fit Out is committed to collaborating across the value chain to make better use of resources. We have initiated a fixtures and fittings return and refurbishment service with some key clients. To date, this has saved over 6000 metal fittings from the waste stream and 560.40 tonnes of CO₂.

Key achievements

Fit Out continues to make important strides towards our ultimate goal of becoming a net zero enterprise by 2050. Our achievements to date span several sustainability categories...



ZERO
waste to
landfill

Waste management

- Zero waste to landfill (99% recycled, 1% energy recovery)
- Decrease in waste intensity by >20% since 2021/22

Our long-term goal is to create zero avoidable construction waste. This starts from the tender stage, working with clients to consider resource efficient and modern methods of design, manufacture and installation.

We continually engage with our suppliers to encourage the use of reusable packaging and use closed loop recycling systems. Each year, at least 100 tonnes of wood waste is diverted to our biomass burner to heat our premises during the winter.



68%
reduction
in travel

Business travel

- 68% reduction in distance travelled during 2022/23

To encourage more sustainable business travel, we have installed nine 7KW vehicle charging points across two operating centres for employees and visitors to use. It is hoped this will help encourage and facilitate a greater adoption of low-emission hybrid and electric vehicles.

We have also reduced the amount of business travel undertaken by air, rail and sea (calculated in absolute terms when considering turnover) by 68% in 2022/23 versus 2021/22.



26%
reduction in
packaging

Resource efficiency

- Packaging usage decreased by 26% per £1 million of turnover

We monitored and measured current amounts of packaging and office supplies purchased over a 12-month period and set actions and targets for their reduction.

Our water consumption has increased this year in line with a return to normal operations and fuller office occupancy.

Packaging consumption remains consistent with our turnover, and we reuse approx. 90% of the total boxes we purchase.

We have reduced our plastic packaging by weight to 7% (from 50%) and continue to trial plant-based alternatives to reduce our dependency on plastic.



100%
renewable
electricity

Energy consumption

- 100% renewable electricity from Opus Energy
- Electricity consumption decreased 8% in 2022/23

The reduction in our energy usage was driven by a rationalisation in storage premises, as well as investment in energy saving features at our London facility, including LED lighting, sensors and roller shutters, a review of open and close times and increased staff awareness.

We also invested in our building fabric in 2021 and replaced our roof, enabling us to install new skylights, high-spec insulation and complete a feasibility study for a full solar PV array with battery storage, with a view to install during 2024.



10%
less diesel
consumption

Transportation

- Diesel consumption decreased 10% in 2022/23
- All HGVs and LVCs are Euro 6 compliant

Decarbonising our fleet is a key priority. Fit Out purchased its first electric HGV in 2020 and we continue to invest in our existing fleet to improve performance. This includes acquiring double-deck trailers, decreasing fuel consumption via an increased carrying capacity of 35%.

To improve fuel efficiency further, we meticulously adhere to best practices, keeping tyre pressures correct, revs in the optimum band whenever possible, accelerating and braking correctly, using engine/exhaust braking, and stopping the engine when stationary.



65%
less gas
usage

Procurement

- Brought powder coating process in-house (Resulted in 65% reduction in gas usage)

To reduce emissions associated with outsourced processes, Fit Out invested in a state-of-the-art gas-powered powder coating line. This has facilitated a 65% reduction in gas use, 100% powder recovery rate, 25% increase in fixture recovery and total elimination of contaminated waste.

We are also committed to purchasing timber from certified and sustainable sources, providing full traceability of any timber products to clients.

Future targets

Looking ahead, we strive to build on recent progress and hit our short- and long-term targets. These are summarised as follows:

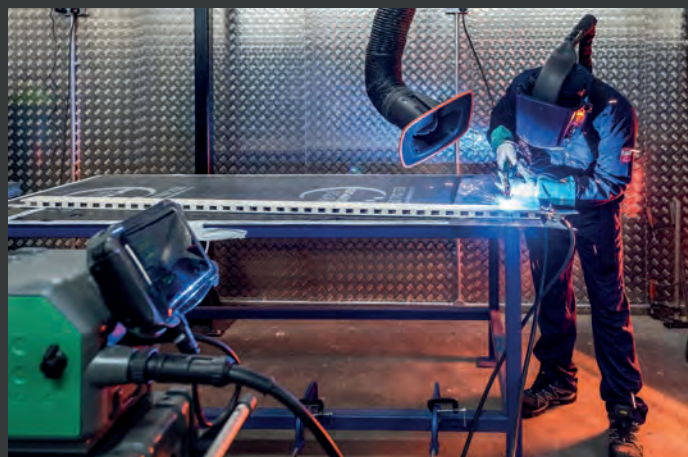
Short term

- ✔ Complete installation of solar PV at London premises in 2024.
- ✔ Additional supply chain monitoring to gather key emissions data.
- ✔ Implement a new employee travel survey.
- ✔ Introduce employee education and engagement initiatives to encourage the reduction of office and home-working emissions.
- ✔ Review the distribution boards and their connections to provide sub-metering information and implement clamp meters for sampling of energy consumption in production.
- ✔ Implement monthly energy data download and monitoring, including notations on anomalies or trends.

Long term

- ✔ Switch to electric and hybrid vehicles – have an 80% electrified fleet by 2030.
- ✔ Review packaging consumption and identify opportunities for savings and reductions.
- ✔ Replace all plastic plants with living plants to boost health and well-being.
- ✔ Achieve net zero by latest 2050.







fit out

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Accreditations

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Carbon
Neutral
Organisation